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### Age in Relation to Diversity

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## Age in Relation to Diversity

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Geerling

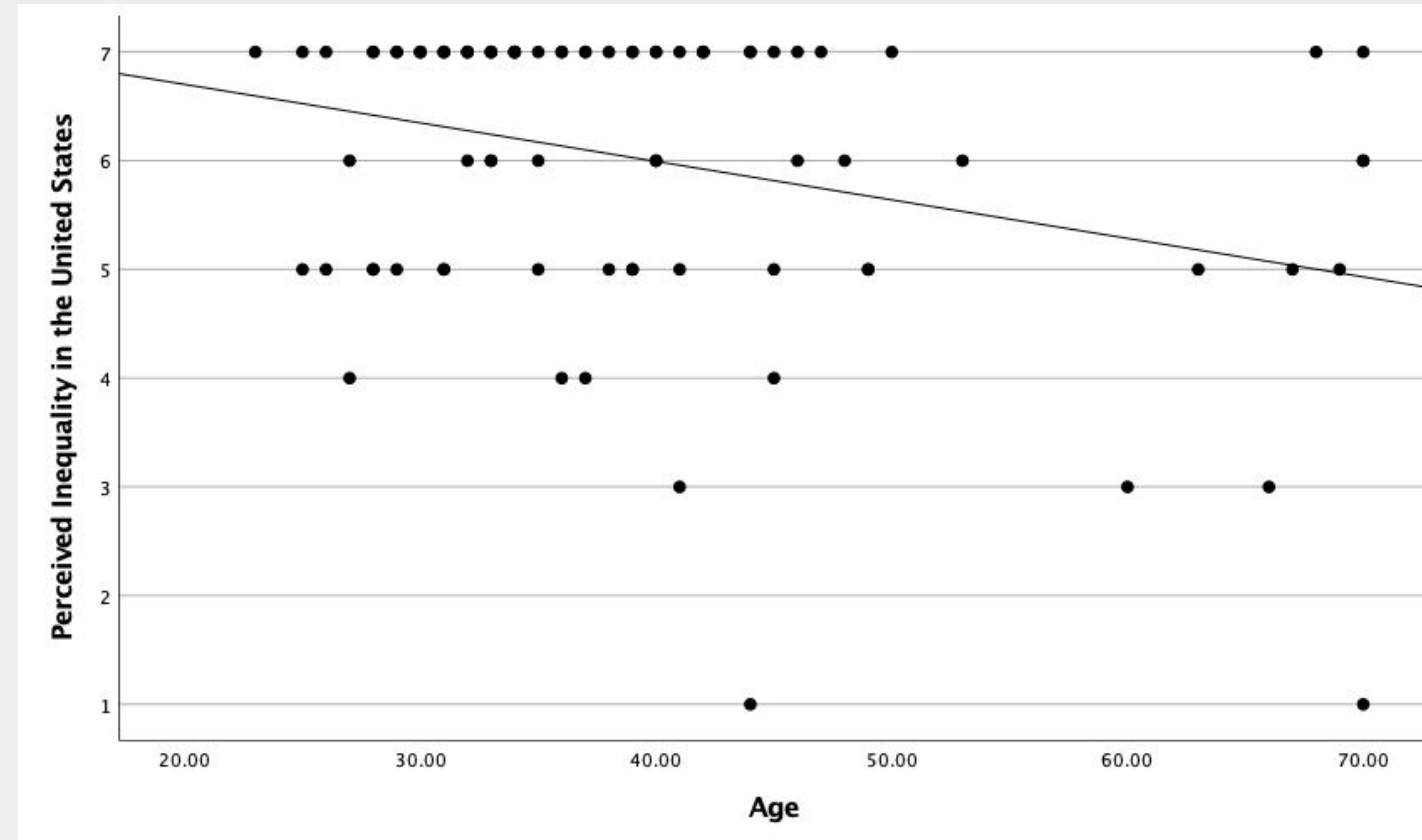
Psychology, St. Norbert College

### INTRODUCTION

- The definition of diversity is broad
  - Diversity “is often in reference to under-privileged ethnic minorities and helping them” (Chan, 2020)
  - However, definitions of diversity can vary depending on who is asked (Unzueta & Binning, 2012)
- Our research question explores the association between age and definitions of diversity

### METHODS

- Self-report survey using Amazon’s M-Turk service
- Sample of 84 participants; 65.2% White
- Participant age range 18-70 years ( $M= 39.8, SD=12.1$ )
- Three sections of questions including:
  - Individuals’ definitions of diversity, example: “How would you personally define diversity?”
  - Individuals’ personal experiences with diversity: “How do your personal values affect your definition of diversity?”
  - Individuals’ responses to questions about existing inequalities, example: “To what extent do you believe there are existing inequalities between groups of people living in the United States,” scale from 1 (none) to 7 (a lot)



A person’s **age** is related to whether they **perceive inequality** and their **personal values related to diversity**, but not to how they **define diversity**.

1.Age	1	2	3	4	5	6
2.Experiences	-0.19					
3.Differences	-0.11	.001				
4.Social Identities	-0.09	.01	.18			
5.Open Mindedness	.27*	-.07	-.02	.06		
6.Empathy	-.03	-.10	.22*	.26**	.04	
7.Equality	.01	-.01	.18	.30**	.15	.10

### RESULTS

- Significant, negative correlation between age and perceptions of inequality,  $r(82)=-.313, p=.004$ 
  - Older people were likely to say less inequality exists nowadays
- Significant, positive correlation between age and open mindedness,  $r(82)=.266, p=.014$ 
  - Older people were more likely to list open mindedness as a personal value

### DISCUSSION

- No significant correlations between age and definitions of diversity
- Found age to be correlated with judgments related to diversity such as open-mindedness and perceptions of inequality
- Limitations: not having enough racial diversity and not screening for past historical events that have influenced a person’s definition of diversity
- Future directions: effects of social media

REFERENCES AVAILABLE UPON REQUEST